

391 Lexington City Differentiated Pay Plan – Description of Differentiated Elements

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Performance	<p>Since 2011-12, Lexington City has incorporated a salary schedule that uses evaluation criteria to determine base pay changes. The plan also includes a bonus component that is tied to individual, team, school, & district measures (TVAAS scores and AMO Targets). A full description of the new schedule is attached in the addendum.</p>	<p>Teachers who receive a Summative Evaluation Score of 3 will receive a base pay increase of 1%. Teachers with a score <3 will not receive a base pay increase. Base salary increases range from 1% -3%, & increase incrementally as an educator's Summative Evaluation score improve beyond the level 3. The bonus award varies by participation group & level of performance. Bonus awards range from \$250-\$1000.</p>	<p>All principals, assistant principals, & certified instructional staff – in tested & non-tested assignments- are eligible.</p> <p>A copy of the complete eligibility rules is attached.</p> <p>Based on the performance criteria of 2011-12, 74% of eligible staff received a base pay increase and 47% received a bonus award paid in 2012-13. Based on the performance criteria of 2012-13, 76% of eligible staff received a base pay increase & 51% received a bonus award paid in 2013-14.</p>	<p>For the 2011-12 school year, Lexington City paid a total of \$79,734 (\$58,484 for base pay increases; \$21,250 in bonus awards). For the 2012-13 school year, \$76,525 was paid (\$49,775, for base pay increases; \$26,750 for bonus awards). LCSS projected that approximately \$87,853 of IAF & TIF implementation funds would be used for award payouts.</p>	<p>These payouts will form close to 100% of salary costs, with the exception of some career ladder and other supplements.</p>
Education	<p>Compensation for the attainment of an advanced degree will be based on the educator's enrollment date.</p>	<p>Any 2010—11 LCSS employee enrolled in an approved advanced degree program as of January 1, 2011 and completes his/her degree by December 31, 2013 will receive a degree base-pay adjustment based on the 2011-12 LCSS salary schedule. Beginning in 2013-14, eligible educators who complete an approved advanced degree program will receive \$5000 as a one-time acknowledgement of degree advancement. Teachers receiving the base pay increase are not eligible for the \$5000 bonus.</p>	<p>From Jan. 1, 2011 to Dec. 31, 2013, three educators have received the base-pay adjustment. We anticipate 1 to 3 educators will receive the \$5000 one-time acknowledgement yearly in the future.</p>	<p>The estimated cost of this is \$5000 - \$15,000 per year.</p>	<p>This will comprise less than 1% of the districts salary expenditures.</p>

